VRS in PSEs

*302. SHRIMATI VANGA GEETHA: Will the Minister of HEAVY INDUSTRIES AND PUBLIC ENTERPRISES be pleased to state:

(a) whether Government are coming up with another round of Voluntary Retirement Scheme for staff of Public Sector Enterprises;

(b) the number of surplus staff in different PSEs;

(c) the estimated amount to be paid to separating employees; and

(d) the other details in this regard?

THE MINISTER OF HEAVY INDUSTRIES AND PUBLIC ENTERPRISES (SHRI MANOHAR JOSHI): (a) to (d) The Voluntary Retirement Scheme (VRS) was recently modified as per OM No. 2(32)/97-DPE(WC)GL-LVI dated 6th November, 2001. These modifications were necessitated on humanitarian consideration to give a reasonable *ex gratia* to employees of PSEs where pay scales were not revised after 1.1.1987 or 1.1.1992 and also to offer a reasonable *ex gratia* package to younger employees through the option of Gujarat pattern. No futher modifications are contemplated for the present.

Rightsizing of manpower is an ongoing process. The staff requirements depend on the economic environment, market share, technology, shop floor practices etc. and the quantum of surplus staff, in any PSE, is likely to vary from time to time. The VRS is designed to give a reasonable support to voluntarily retiring employees. It is the decision of CPSEs to offer VRS and the timing thereof or the extent of rightsizing. It is not advised centrally by the Government.